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**PRESIDENT'S
REORGANIZATION
PROJECT**

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WASHINGTON, D.C. 20503

FEDERAL PERSONNEL MANAGEMENT PROJECT
C/O U.S. CIVIL SERVICE COMMISSION
1900 E STREET, N.W.
WASHINGTON, D.C. 20415

October 14, 1977

TO: HEADS OF DEPARTMENTS AND AGENCIES

Option Paper 6, which we are now transmitting for your review and comment, presents options on Federal job evaluation, pay, and benefit systems. Specifically, it addresses the following issues: extension of pay, comparability to include benefits, method of measurement for comparing benefits, central authority for benefits changes, division of the general schedule, inclusion of State and local employees in comparability comparisons, merit pay, job evaluation, and blue-collar/white-collar relationships.

Option Paper 6 is being widely distributed to Federal agencies and to the Federal Executive Boards. Copies of the Option Paper are being sent directly to all personnel directors through the Interagency Advisory Group. In departments that are a part of the Working Group of the Project, we are sending a copy directly to the member of the Working Group who represents the department. The Working Group will meet on October 25 to discuss this paper, and the members will be expected to express views that approach a consensus of the department or agency at the meeting.

Others who will be receiving Option Paper 6 for review and comment are unions, veterans groups, equal employment opportunity and civil rights groups, citizens groups, public interest groups, professional associations, academic and research institutions, business groups, and interested individuals.

We are particularly interested in receiving your comments on the paper. Please send your comments by Thursday, October 27, 1977 to Dwight Ink; Executive Director, Personnel Management Project, in care of the U.S. Civil Service Commission, 1900 E Street, N.W., Washington, D.C. 20415.

This paper does not contain recommendations on any of the subjects which it covers. Its purpose is to describe the issues that the Task Force has discovered in its study of these aspects of personnel management, to outline options that are available, and to discuss some of the factors that would have to be considered in choosing among the options.

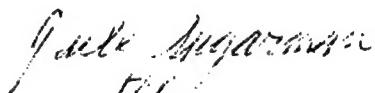
In commenting, please do not feel limited to the issues and options presented in the paper. If you or your colleagues can describe approaches other than those outlined, we will welcome them.

(FEDERAL PERSONNEL MANAGEMENT PROJECT)
U.S. MAIL

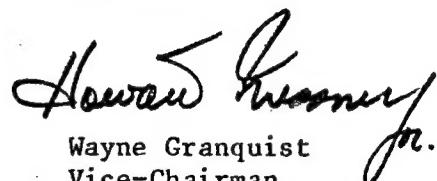
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EXECUTIVE OFFICE OF THE PRESIDENT - OFFICE OF MANAGEMENT AND BUDGET

This is the last option paper that will be issued by the Personnel Management Project. We sincerely appreciate the help and cooperation that you have extended to this Project. We will be giving serious consideration to your comments as we develop recommendations to the President.

Sincerely yours,



Alan K. Campbell
Chairman



Wayne Granquist
Vice-Chairman

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Federal Personnel Management Project

Option Paper Number Six
Job Evaluation, Pay, and Benefit Systems

October 14, 1977

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Executive Secretary

10/17/77

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